

MOL Group is an integrated international oil and gas company, working in the upstream and downstream sectors, active in around 40 countries across three continents, with a dynamic international workforce of nearly 27,500 people and a track record of more than 100 years in the industry.

In the past the focus was on downstream primarily, however, we also see great growth potential in upstream, and we are leveraging the expertise of our people to realise these opportunities.

We have lead positions in our home markets in Central Eastern Europe, but to realize our ambitions and grow in new markets for the future, we are now on a journey to transform the business.

We're constantly working towards being the investment of choice in our sector, the partner of choice in our industry, and the employer of choice for the brightest and the best.

We have big ambitions and potential for growth, which we will achieve by combining scale, professionalism and know-how, with energy, innovation, and a willingness to look for different, better ways of working.

INTEGRATED
INTERNATIONAL OIL
AND GAS COMPANY

40

COUNTRIES ACROSS
THREE CONTINENTS

DYNAMIC
INTERNATIONAL
WORKFORCE

27,500
PEOPLE

OVER
100
YEARS IN THE
INDUSTRY

What drives us all in MOL Group

To be the energy of
positive change.

What connects us across the whole MOL Group

A passionate ambition to be the best. The courage to challenge, in order to find a better way. The positive power of working together towards a shared success.



OUTLOOK

2014 was a challenging year, but the strength and resilience of MOL's integrated business model meant that we could deliver great results even as oil prices halved. Looking ahead, having achieved the right balance between Upstream and Downstream will allow MOL to maintain and grow its profitability even at reduced oil prices. Although a low oil price is a challenge, it is equally an opportunity, as our increasingly integrated business model is well-positioned to take advantage of changes in the market, as the strength of our balance sheet will allow us to seek new attractive inorganic opportunities should opportunities arise. For Upstream, we will continue to increase production in the coming years, keeping the reserves replacement ratio at current levels or above, while aiming to maintain a strict cost control. As for Downstream, a low oil price is positive, but given the long term structural trends likely to shape the sector, MOL cannot rely on a favourable cyclical environment as the driver of profitability. As such, the Next Downstream Program will target additional efficiency improvements, whilst the extension of the petrochemicals value chain and the expansion of the retail network will further contribute to a sustainable growth in profitability. Ultimately, behind all growth and profitability targets lies a robust financial foundation, which will continue to be the firm's highest priority, as we seek to lay the foundations for future growth in 2015 and beyond.

GROUP:

USD 2 bn

CLEAN EBITDA
TARGET IN 2015

UPSTREAM:

AROUND

10%

PRODUCTION
GROWTH IN 2015

DOWNSTREAM:

ADDITIONAL USD
0.5 bn GROWTH
BY 2017 TO REACH

USD 0.9 bn

NORMALIZED FREE
CASH FLOW

BEST of the YEAR



Training & Development Excellence Award from Asia Employer Branding Institute for Best Leadership Development Programs for Top and Middle Management



ERE Recruiting Excellence Award from ERE.net for Best College Recruiting Programs 1st place



Leadership 500 Award from HR.com for Leadership Development Excellence



Energy Globe National Award (EGNA) (the first zero-carbon, solar-powered sustainable service station in the world)



Best Corporate Governance in Croatia / World Finance, British financial newspaper



Award for the quality of service at the petrol stations Heraklea agency



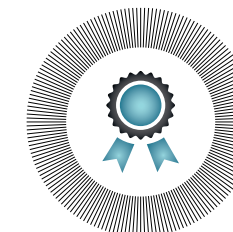
VIA BONA - „Great employer”



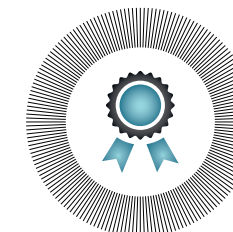
2nd place Good Practice Awards / EU-OSHA with cooperation of Slovak National Labour Inspectorate



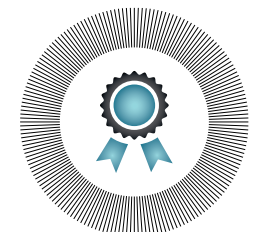
MOL Hungary's New Europe Foundation's Child Healing Program received the Hungarian Donors Forum 'Support program with the highest impact' award



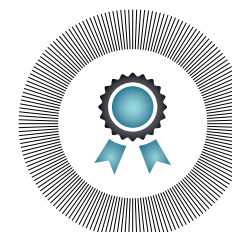
The rubber-bitumen received the Hungarian National Ecolabel / Hungarian Ecolabelling Organisation / Hungarian Ecolabelling Organisation



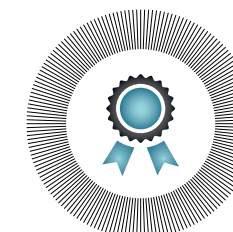
Class A ranking in Bisnode Group's financial analysis



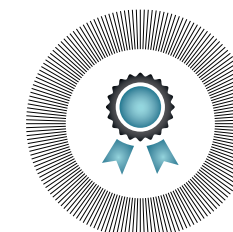
Slovnaft was awarded by Forbes magazine as one of TOP Slovak brands



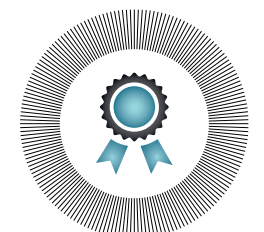
2014 - one Golden Index in the category "Expert support and assistance in organization of student projects"



Recognition for contribution of business sector to the development of volunteering / Volunteer Centre Osijek with the support of The Council for the Development of Volunteering.



INA was officially awarded recognition with an Employer Partner Certificate for its excellence in human resources management. (for the 4th year in a row) Employer Partner Certificate



Carbon saving special award of Ablakon bedobott pénz / KÖVET Association

